

Resolution No: 16-554  
Introduced: May 14, 2008  
Adopted: May 14, 2008

**COUNTY COUNCIL  
FOR MONTGOMERY COUNTY, MARYLAND**

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By: Management and Fiscal Policy Committee

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**Subject: Collective Bargaining Agreement with Municipal & County Government  
Employees Organization**

**Background**


1. Section 511 of the County Charter authorizes the County Council to provide by law for collective bargaining, with arbitration or other impasse resolution procedures, with authorized representatives of County Government employees.
2. Chapter 33, Article VII of the County Code implements Section 511 of the Charter and provides for collective bargaining by the County Executive with the certified representatives of County employees and for review of the resulting contract by the County Council.
3. The Executive and UFCW Local 1994, Municipal & County Government Employees Organization, have agreed on amendments to the existing contract for the three-year period beginning July 1, 2007 implementing a retirement incentive program. The Memorandum of Agreement is attached to this Resolution.
4. The Executive has submitted to the Council the terms and conditions of the collective bargaining agreement amendments that require or may require an appropriation of funds or changes in any County law or regulation.
5. The Management and Fiscal Policy Committee considered the amendments on May 9, 2008 and recommended approval of the provisions of the retirement incentive program.
6. The County Council has considered these terms and conditions and is required by law to indicate on or before May 15 its intention regarding the appropriation of funds or any legislation or regulations required to implement the agreements.

**Action**

*The County Council for Montgomery County, Maryland approves the following resolution:*

The County Council intends to approve the changes in law necessary to implement the amendments to the County employees bargaining unit collective bargaining agreement providing for a retirement incentive program, as specified in the Memorandum of Agreement attached to this Resolution.

This is a correct copy of Council action.

  
Linda M. Lauer, Clerk of the Council

MEMORANDUM OF AGREEMENT  
BETWEEN  
THE MONTGOMERY COUNTY GOVERNMENT  
AND  
THE MUNICIPAL & COUNTY GOVERNMENT EMPLOYEES ORGANIZATION/  
UNITED FOOD AND COMMERCIAL WORKERS UNION LOCAL 1994

The Montgomery County Government (Employer) and the Municipal & County Government Employees Organization/United Food and Commercial Workers Union Local 1994 (Union), agree that their collective bargaining agreement effective July 1, 2007 through June 30, 2010 incorporates the following amendments that were agreed upon by the parties:

Article 41.9 Retirement Incentive Program

The County shall submit legislation to establish a one time retirement incentive to accomplish the following:

The County shall offer a one-time retirement incentive to active employees who are Group H participants in the Employees' Retirement System (ERS) and who are within two years of meeting the criteria for normal retirement as follows:

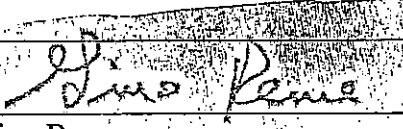
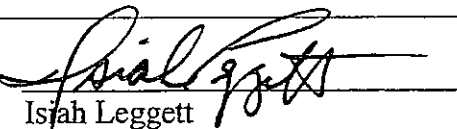
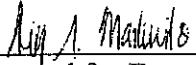
a. The County shall offer the choice of a one-time lump sum payment of twenty-five thousand dollars (\$25,000) payable from the ERS and eligible for rollover or a pension benefit increased by \$2,083.33 for the first twelve months to employees who are eligible for normal retirement as of July 1, 2008 and express by May 1, 2008 to the Office of Human Resources a written intention to retire on July 1, 2008;

b. The County shall waive the early retirement reduction and offer a choice of a one-time lump sum payment of twenty-five thousand dollars (\$25,000) payable from the ERS and eligible for rollover or a pension benefit increased by \$2,083.33 for the first twelve months to employees who are within one year of meeting the criteria eligibility for normal retirement as of July 1, 2008 and express by May 1, 2008 to the Office of Human Resources a written intention to retire on July 1, 2008;

c. The County shall reduce the early retirement reduction to two percent (2%) and offer a choice of a one-time lump sum payment of twenty-five thousand dollars (\$25,000) payable from the ERS and eligible for rollover or a pension benefit increased by \$2,083.33 for the first twelve months to employees who are within two years of meeting the criteria eligibility for normal retirement as of July 1, 2008 and express by May 1, 2008 to the Office of Human Resources a written intention to retire on July 1, 2008.

If more than twenty percent of employees eligible for the retirement incentive, either countywide or by department, express a written intention to the Office of Human Resources to participate in the retirement incentive, the County reserves the right to limit participation both countywide and by department. Any such limitation shall be based upon actual years of County service.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives this \_\_\_\_ day of March 2008.

Municipal and County Government Employees Organization, UFCW Local 1994, AFL-CIO	Montgomery County Government Montgomery County, Maryland
By:  Gino Renne President	By:  Isiah Leggett County Executive
 Approved for Form and Legality Associate County Attorney	